In the Claims

1.   (Currently Amended) A method for cataloging skills comprising the steps of:

establishing a hierarchical list of defined skills; assigning an alphanumeric symbol to each of said defined skills to create an Intellectual Capital code for said defined skill;

receiving a set of submitted skills using a machine, wherein said set of submitted skills contains at least one of said defined skills in said hierarchical list;

identifying said Intellectual Capital code corresponding to said defined skill in said set of submitted skills;

adding at least one weighting factor to at least one of said Intellectual Capital codes in said set of submitted skills, said weighting factor having a characteristic that allows it to be used to match and rank at least a portion of said submitted skills; and

storing at least said identified Intellectual Capital codes and said weighting factor in a machine-readable data source.

2.   (Original) The method of claim 1, wherein said set of submitted skills comprises one or more selected from the group consisting of an individual skills inventory and a position requirement set for a job position.

3.   (Original) The method of claim 1, wherein said hierarchical list comprises one or more levels selected from the group consisting of: (1) Class (2) Knowledge Group (3) Skill Group (4) Skill Set (5) Skills.

4.   (Currently Amended) The method of claim 1, wherein said hierarchical list of defined skills and Intellectual Capital codes stored in a central repository remote from said machine-readable data source.

5.   (Original) The method of claim 2, further comprising the steps of: comparing at least one of said Intellectual Capital codes in at least one of said position requirement sets to at least one of said Intellectual Capital codes in at least one of said individual skills inventories; and selecting at least one of individual or job position based upon said comparison.

6.   (Original) The method of claim 5, further comprising the steps of: preparing a comparison report based upon said comparison; wherein said comparison report contains at least one value based upon the comparison of said position requirement set and said individual skills inventory and said information about said skills of said individual.

7. (Original) The method of claim 1, wherein said weighting factor is based upon one or more selected from the group consisting of "Last Year Used", "Number of Years Used as User ", "Number of Years Used as Planner", "Number of Years Used as Developer", as "Number of Years Used as Implementer" and "Number of Years Used as Certified".

8. (Original) The method of claim 6, wherein said weighting factor includes a MUST, PLUS, or ANY identifier and said value in said comparison report is based upon said MUST, PLUS or ANY identifier.

9. (Currently Amended) The method of claim 1, further comprising the steps of: assigning a monetary value to at least one of said Intellectual Capital codes; storing said monetary value in said machine-readable data source; and computing a value for said skill set based upon said monetary value assigned to said Intellectual Capital code.

10. (Currently Amended) The method of claim 2, further comprising the step of storing additional identifying information for at least one of said individuals or at least one of said job positions in said machine-readable data source.

11. (Original) The method of claim 10, wherein additional information includes one or more selected from the group consisting of contact information, relocation, travel, training, and education.

12. (Original) The method of claim 1, wherein said alphanumeric symbol is selected from the group consisting of binary, octal, decimal, and hexadecimal.

13. (Currently Amended) The method of claim 1, wherein said machine-readable data source is accessed over the Internet.

14. (Currently Amended) The method of claim 1, wherein said machine-readable data source is accessed using one or more selected from the group consisting of drill down forms, search forms, and keyword searches; word aliases; and natural language queries.

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15.   (Currently Amended) The method of claim 5, wherein said machine-readable data source may be accessed by one or more users selected from the group consisting of said individual, a client, a recruiter, a system manager, and a system administrator.

16.   (Original) The method of claim 15, further comprising the step of communicating interest in at least one of said individuals or at least one of said job positions to said recruiter.

17.   (Original) The method of claim 15, further comprising the step of sending at least a portion of said selected individual's skills to said client to initiate an interview process.

18.   (Original) The method of claim 17, further comprising the step of scheduling and tracking said interview process between said individual and said client.

19.   (Original) The method of claim 17, wherein said interview process comprises one or more steps selected from the group consisting of: (1) Send Resume (2) Initial Interview (3) 2nd Interview (4) Tech Interview (5) Face to Face (6) Offer (7) Offer Accepted (8) Offer Rejected (9) Start At Work (10) Other (11) Delete

20.   (Original) The method of claim 17, wherein said recruiters communicates information related to said interview process between said individual and said client.

21.   (Original) The method of claim 16, wherein said communication is conducted using electronic mail.

22.   (Original) The method of claim 1, wherein at least two of said submitted skills are skill bound to each other.

23.   (Currently Amended) An apparatus for cataloging skills of individuals, said individuals having a set of individual skills, said apparatus comprising:
        a machine-readable data source stored on a machine-readable medium, said data source containing, in machine-readable form, data having a structure comprising at least one individual Intellectual Capital code for at least one of said individuals, wherein said individual Intellectual Capital code comprises an alphanumeric symbol assigned to at least one of said individual skills in said set of individual skills, said alphanumeric symbol being selected from a hierarchical list of defined skills, and at

least one weighting factor to at least one of said individual Intellectual Capital codes, said weighting factor having a characteristic that allows it to be used to match and rank at least a portion of said submitted skills.

24.   (Original) The apparatus of claim 23, wherein said set of individual skills comprises one or more selected from the group consisting of an individual skills inventory and a position requirement set for a job position.

25.   (Original) The apparatus of claim 23, wherein said hierarchical list comprises one or more levels selected from the group consisting of: (1) Class (2) Knowledge Group (3) Skill Group (4) Skill Set (5) Skills.

26.   (Original) The apparatus of claim 23, wherein said hierarchical list of defined skills and said assigned alphanumeric symbol are stored in a central repository remote from said data source.

27.   (Original) The apparatus of claim 24, further comprising: a user interface for submitting said set of individual skills; and a data source interface for receiving said set of individual skills from said user interface, said data source interface being programmed to compare at least one of said individual Intellectual Capital codes in at least one of said position requirement sets to at least one of said individual Intellectual Capital codes in at least one of said individual skills inventories and selecting at least one of individual or job position based upon said comparison.

28.   (Original) The apparatus of claim 27, further comprising a report generator programmed to prepare a comparison report based upon said comparison; wherein said comparison report contains at least one value based upon the comparison of said position requirement set and said individual skills inventory and said information about said skills of said individual.

29.   (Original) The apparatus of claim 23, wherein said weighting factor is based upon one or more selected from the group consisting of "Last Year Used", "Number of Years Used as User ", "Number of Years Used as Planner", "Number of Years Used as Developer", as "Number of Years Used as Implementer" and "Number of Years Used as Certified".

30. (Original) The apparatus of claim 28, wherein said weighting factor includes a MUST, PLUS, or ANY identifier and said value in said comparison report is based upon said MUST, PLUS or ANY identifier.

31. (Currently Amended) The apparatus of claim 23, wherein said <u>machine-readable</u> data source further contains a monetary value assigned to at least one of said individual Intellectual Capital codes.

32. (Currently Amended) The apparatus of claim 24, wherein said <u>machine-readable</u> data source further contains additional identifying information for at least one of said individuals or at least one of said job positions.

33. (Original) The apparatus of claim 32, wherein additional information includes one or more selected from the group consisting of contact information, relocation, travel, training, and education.

34. (Original) The apparatus of claim 23, wherein said alphanumeric symbol is selected from the group consisting of binary, octal, decimal, and hexadecimal.

35. (Original) The apparatus of claim 27, wherein said user interface is accessed over the Internet.

36. (Original) The apparatus of claim 27, wherein said user interface is accessed using one or more selected from the group consisting of drill down forms, search forms, and keyword searches; word aliases; and natural language queries.

37. (Original) The apparatus of claim 27, wherein said user interface may be accessed by one or more users selected from the group consisting of said individual, a client, a recruiter, a system manager, and a system administrator.

38. (Previously Presented) The apparatus of claim 37, further comprising a communication component programmed to communicate interest in at least one of said individuals or at least one of said job positions to said recruiter.

39. (Previously Presented) The apparatus of claim 38, wherein said communication component is further programmed to send at least a portion of said selected individual's skills to said client to initiate an interview process.

40.   (Previously Presented) The apparatus of claim 39, further comprising a scheduling component programmed to schedule and track said interview process between said individual and said client.

41.   (Original) The apparatus of claim 39, wherein said interview process comprises one or more steps selected from the group consisting of: (1) Send Resume (2) Initial Inter-view (3) 2nd Interview (4) Tech Interview (5) Face to Face (6) Offer (7) Offer Accepted (8) Offer Rejected (9) Start At Work (10) Other (11) Delete

42.   (Original) The apparatus of claim 39, wherein said recruiter communicates information related to said interview process between said individual and said client.

43.   (Original) The apparatus of claim 38, wherein said communication is conducted using electronic mail.

44.   (Original) The apparatus of claim 23, wherein at least two of said individual skills are skill bound to each other.

45.   (Previously Presented) A computer-accessible medium containing a computer program for cataloging skills, said computer program being programmed to:

   establish a hierarchical list of defined skills;

   assign an alphanumeric symbol to each of said defined skills to create an Intellectual Capital code for said defined skill;

   receive a set of submitted skills, wherein said set of submitted skills contains at least one of said defined skills in said hierarchical list;

   identify said Intellectual Capital code corresponding to said defined skill in said set of submitted skills;

   add at least one weighting factor to at least one of said Intellectual Capital codes in said set of submitted skills; and

   store at least said identified Intellectual Capital codes and said weighting factor in a data source.

46.   (Original) The computer program of claim 45, wherein said set of submitted skills comprises one or more selected from the group consisting of an individual skills inventory and a position requirement set for a job position.

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47. (Original) The computer program of claim 45, wherein said hierarchical list comprises one or more levels selected from the group consisting of: (1) Class (2) Knowledge Group (3) Skill Group (4) Skill Set (5) Skills.

48. (Original) The computer program of claim 45, wherein said hierarchical list of defined skills and Intellectual Capital codes stored in a central repository remote from said data source.

49. (Original) The computer program of claim 46, further being programmed to: compare at least one of said Intellectual Capital codes in at least one of said position requirement sets to at least one of said Intellectual Capital codes in at least one of said individual skills inventories; and select at least one of individual or job position based upon said comparison.

50. (Original) The computer program of claim 49, further being programmed to: prepare a comparison report based upon said comparison; wherein said comparison report contains at least one value based upon the comparison of said position requirement set and said individual skills inventory and said information about said skills of said individual.

51. (Original) The computer program of claim 45, wherein said weighting factor is based upon one or more selected from the group consisting of "Last Year Used", "Number of Years Used as User", "Number of Years Used as Planner", "Number of Years Used as Developer", as "Number of Years Used as Implementer" and "Number of Years Used as Certified".

52. (Original) The computer program of claim 50, wherein said weighting factor includes a MUST, PLUS, or ANY identifier and said value in said comparison report is based upon said MUST, PLUS or ANY identifier.

53. (Original) The computer program of claim 45, further being programmed to: assign a monetary value to at least one of said Intellectual Capital codes; store said monetary value in said data source; and compute a value for said skill set based upon said monetary value assigned to said Intellectual Capital code.

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54. (Original) The computer program of claim 46, further being programmed to store additional identifying information for at least one of said individuals or at least one of said job positions in said data source.

55. (Original) The computer program of claim 54, wherein additional information includes one or more selected from the group consisting of contact information, relocation, travel, training, and education.

56. (Original) The computer program of claim 45, wherein said alphanumeric symbol is selected from the group consisting of binary, octal, decimal, and hexadecimal.

57. (Original) The computer program of claim 45, wherein said data source is accessed over the Internet.

58. (Original) The computer program of claim 45, wherein said data source is accessed using one or more selected from the group consisting of drill down forms, search forms, and keyword searches; word aliases; and natural language queries.

59. (Original) The computer program of claim 49, wherein said data source may be accessed by one or more users selected from the group consisting of said individual, a client, a recruiter, a system manager, and a system administrator.

60. (Original) The computer program of claim 59, further being programmed to communicate interest in at least one of said individuals or at least one of said job positions to said recruiter.

61. (Original) The computer program of claim 59, further being programmed to send at least a portion of said selected individual's skills to said client to initiate an interview process.

62. (Original) The computer program of claim 61, further comprising the step of scheduling and tracking said interview process between said individual and said client.

63. (Original) The computer program of claim 61, wherein said interview process comprises one or more steps selected from the group consisting of: (1) Send Resume (2) Initial Interview (3) 2nd Interview (4) Tech Interview (5) Face to Face (6) Offer (7) Offer Accepted (8) Offer Rejected (9) Start At Work (10) Other (11) Delete

64. (Original) The computer program of claim 61, wherein said recruiters communicates information related to said interview process between said individual and said client.

65. (Original) The computer program of claim 60, wherein said communication is conducted using electronic mail.

66. (Original) The computer program of claim 45, wherein at least two of said submitted skills are skill bound to each other.